



Human Resources and
Skills Development Canada

Ressources humaines et
Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

July 29, 2011

Également disponible en français

The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports feature highlights of recently negotiated collective bargaining settlements. A few examples are mentioned below. For a complete list, see [Listing of Ratified Settlements by Province](#).

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Nova Scotia Health Association Nova Scotia province-wide, excluding Halifax Nova Scotia Nurses' Union 5,060 nurses <u>1118605</u>	Apr 11
New Brunswick Port of Saint John Employers Association, Saint John International Longshoreman's Association, Local 273 140 longshoremen <u>0328708</u>	Feb 11
Ontario University of Windsor, Windsor Canadian Union of Public Employees, Local 4580 950 teaching assistants <u>1298504</u>	Apr 11
British Columbia City of Kelowna, Kelowna Canadian Union of Public Employees, Local 338 530 inside and outside employees <u>0729409</u>	Jan 11

Canada



Negotech, a searchable repository that provides access to full collective agreement contract language, important benefit changes and latest wage adjustments.

Key Negotiations Covering 500 or more employees across Canada

Employer	Union	Employees	Status	Expiry Month
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Federal Jurisdiction, Public Sector

Ontario

City of Ottawa - OC Transpo	ATU	2,350	Mediation	Mar 11
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Multiprovince

Government of Canada	Various unions	69,000	Bargaining	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	Arbitration	Sep 09/Jan 11

Federal Jurisdiction, Private Sector

Manitoba

MTS Allstream Inc.	CEP/IBEW	2,150	Conciliation	Dec 10/Jan 11
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Multiprovince

Air Canada	Various Unions	21,990	Bargaining/ Conciliation	Feb 11/Mar 11
NAV CANADA	CAW-Canada/ PIPSC/PSAC	4,580	Bargaining/ Upcoming	Mar 11/ Apr 11/ Jun 11/Aug 11
Greyhound Canada Transportation Corp.	ATU	950	Bargaining	Mar 11

Provincial and Territorial Jurisdictions, Public Sector

Prince Edward Island

PEI Department of Health and Wellness	PEINU/CUPE	2,000	Arbitration/ Bargaining	Mar 10/ Mar 11/
Government of Prince Edward Island- Education Negotiating Agency	CUPE	600	Bargaining	Jun 11

Employer	Union	Employees	Status	Expiry Month
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Provincial and Territorial Jurisdictions, Public Sector (continued)

Nova Scotia

Government of Nova Scotia	NSTU/CUPE	11,650	Bargaining/ Conciliation	Oct 09/Jul 10
Capital District Health Authority	NSGEU	5,040	Arbitration/ Bargaining	Oct 09

New Brunswick

Government of New Brunswick	NBUPPE/CUPE/ NBNU	19,990	Bargaining/ Tentative settlement/ Upcoming	Dec 09/Dec 10/ Apr 11/Jun 11
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Quebec

Ville de Montréal	Various unions	13,800	Bargaining/ Arbitration/ Tentative settlement	Dec 09/Dec 10
Gouvernement du Québec	Various unions	5,320	Tentative settlement	Mar 10
Ville de Québec	Various unions	3,100	Bargaining	Dec 06/Dec 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	Bargaining	Jun 09

Ontario

Universities	Various unions	28,095	Bargaining/ Conciliation/ Upcoming	Jun 10/ Apr 11/Jun 11/ Jul 11/Aug 11
Toronto Transit Commission	ATU	8,970	Conciliation	Mar 11
College Compensation and Appointments Council	OPSEU	6,450	Bargaining	Aug 11
Council of Academic Hospitals of Ontario	PAIRO	3,300	Upcoming	Jun 11
City of Toronto	IAFF	3,000	Bargaining	Dec 09
Red Cross Community Health Services, Ontario Zone	SEIU	3,000	Bargaining	Mar 11
London Health Sciences Centre	CAW-Canada	1,190	Bargaining	Oct 10

Employer	Union	Employees	Status	Expiry Month
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Provincial and Territorial Jurisdictions, Public Sector (continued)

Manitoba

Regional Health Authorities of Manitoba	MAHCP	3,300	Bargaining	Mar 10
City of Winnipeg	Various unions	2,490	Bargaining	Dec 10/Jan 11

Saskatchewan

Government of Saskatchewan	STF	12,000	Mediation	Aug 10
Saskatchewan Association of Health Organizations	HSAS	3,000	Tentative settlement	Mar 09
SaskPower	CEP/IBEW	2,080	Bargaining/ Tentative settlement	Dec 09

Alberta

Alberta Health Services	AUPE/HSAA	34,000	Bargaining	Mar 11
City of Edmonton	Various unions	9,640	Bargaining	Dec 10
City of Calgary	Various unions	2,980	Bargaining	Dec 10/Jan 11

British Columbia

Community Social Services Employers Association	BCGEU	15,000	Bargaining	Mar 10
Coast Mountain Bus Company	CAW-Canada	3,900	Bargaining	Mar 11
City of Vancouver	IAFF	900	Bargaining	Mar 10

Nunavut

Government of Nunavut	PSAC	2,100	Bargaining	Sep 10
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Provincial and Territorial Jurisdictions, Private Sector

Ontario

Hamilton Steel GP Inc.	USW	2,400	Work stoppage	Jul 10
Central Care Corporation	Various unions	1,660	Arbitration	Mar 10/Apr 10

Employer	Union	Employees	Status	Expiry Month
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Provincial and Territorial Jurisdictions, Private Sector (continued)

Saskatchewan

Evraz Regina Steel (formerly known as IPSCO Inc.)	USW	800	Bargaining	Jul 11
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British Columbia

Construction Labour Relations Association of British Columbia	Various unions	35,000	Bargaining	Apr 10
Pacific Newspaper Group Inc.	CEP	950	Bargaining	Nov 10
Fining Canada	IAMAW	700	Work stoppage	Apr 11

Notes:

The short dash (-) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2009 to January 2010 inclusively, and their expiry dates are presented by this short form: **Sep 09 - Jan 10**.

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2009 or April 2010, and their expiry dates are presented by this short form: **Jul 09/Apr 10**.

Major Work Stoppages

Involving 500 or more employees, from July 8 to July 21, 2011

An updated [Weekly Report](#) and a [Year-to-Date Report](#) are available on the Web site.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Finning (Canada), division of Finning International Inc. Province-wide, British Columbia International Association of Machinists and Aerospace Workers (700 service and maintenance employees)	Wages, benefits, sub-contracting	Strike (June 22, 2011)	
Saskatchewan Association of Health Organizations Province-wide, Saskatchewan Health Sciences Association of Saskatchewan (3,000 health and social care professional employees) 50% essential services ¹	Wages	Rotating Strike (May 09, 2011)	
• Regina Qu'Appelle, Saskatoon, and Prince Albert Parkland Health Regions (400 health and social care professional employees)		June, 21, 2011	June 24, 2011
• Regina Qu'Appelle, Five Hills, Prairie North, and Prince Albert Parkland Health Regions (300 health and social care professional employees)		June 20, 2011	June 20, 2011
• Prairie North, Kelsey Trail, Saskatoon, and Sun Country Health Regions (100 health and social care professional employees)		June 16, 2011	June 17, 2011
• Saskatoon Health Region (400 health and social care professional employees)		June 13, 2011	June 14, 2011
• Saskatoon Health Region (300 health and social care professional employees)		June 10, 2011	June 10, 2011
• Sunrise Health Region (60 health and social care professional employees)		May 25, 2011	May 25, 2011
• Regina Qu'Appelle Health Region (120 health and social care professional employees)		May 17, 2011	May 17, 2011

¹ Positions or group of positions that must be maintained when a strike is apprehended or declared that endangers public health and safety or is likely to cause serious irreparable harm.

Employer, Location, Union, and Employees	Issue(s)	Starting	Ending
Saskatchewan Association of Health Organizations Province-wide, Saskatchewan Health Sciences Association of Saskatchewan (3,000 health and social care professional employees) 50% essential services <i>(continued)</i>			
		Rotating Strike	Rotating Strike
• Cypress Health Region (50 health and social care professional employees)		May 13, 2011	May 13, 2011
• Saskatoon Health Region (150 health and social care professional employees)		May 11, 2011	May 11, 2011
• Prince Albert Parkland Health Region (60 health and social care professional employees)		May 09, 2011	May 09, 2011
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)	Pension plan	Lockout (November 07, 2010)	

Innovative Workplace Practices—Second Quarter 2011

The Labour Program publishes a quarterly overview of innovative workplace practices.² This overview is based on 105 collective agreements ratified between April to June 2011 inclusively. A number of innovative practices were observed.

Working Time Management

Capital District Health Authority and the Nova Scotia Government and General Employees Union, Local 42, have agreed to allow employees to take time off in lieu of Good Friday, Easter Monday, Christmas Day and/or Boxing Day, in order to observe a holy day of their own faith.

The Canadian Forces Base in Petawawa, Ontario, and the Public Service Alliance of Canada have negotiated the definition of family for paid leave that is granted for appointments, and needs related to the birth or adoption of a child, to include grandchildren to family. Usually, such leave is granted at the discretion of management.

² The Workplace Information Division, Labour Program, defines innovative workplace practices as being a creative and new idea collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Compensation System

Construction Labour Relations Association, Alberta, along with several Alberta Building Trades Unions representing 40,000 construction employees working on industrial projects, agreed to implement a new compensation system. This will be determined in large part by a semi-annual calculation tracking the average price posted for West Texas Intermediate (WTI), over the six-month period prior to the month of each calculation.

The calculation will also include a cost-of-living allowance variable based on the increase in the Consumer Price Index over the final three years of the agreement. Such an approach to wage determination will provide a measure of long-term stability to the industry by matching wage adjustments with the most current information and indicators near the period for which those adjustments would take place.

Previous agreements would normally prescribe wage adjustments to take place three and four years into the future; a feature at odds with the uncertainty and volatility often associated with the Alberta construction industry.

Social Contracts

The British Columbia Maritime Employers Association (BCMEA) and 4,500 longshoremen represented by the International Longshore and Warehouse Union, Canada, ratified a new collective agreement lasting an unprecedented period of eight years. Previous agreements negotiated by the parties had normally been for periods ranging in duration from 36 to 51 months. The new agreement offers long-term labour peace for an industry that has seen the threat of work stoppage affect just-in-time supply shipments into Port Metro Vancouver. The deal also gives the Pacific Gateway and Canadian railways a competitive advantage over competing ports with shorter longshore contracts such as Seattle, Washington, and Long Beach, California.

The BCMEA offered annual wage increases in the 2.5% - 3.5% range; a lump sum payment in the first year of the agreement averaging \$5,500 for full-time employees; and a cost-of-living allowance in the final three years of the agreement.

Union-Management Co-operation

The City of Montreal and Local 301 of the Canadian Union of Public Employees (CUPE) have agreed to set up a committee whose task will be to draw up an overall profile of employees' presence at work and study measures to be implemented to reduce the rate of absenteeism.

The Committee will also set objectives and time lines for reducing the rate of absenteeism. On December 31, 2012, if the overall objective of reducing the absenteeism rate is achieved, the employer will pay to the union a maximum lump-sum amount of 0.3% of the total payroll. In subsequent years, the lump-sum amount will either be maintained, if the lower absenteeism rate remains unchanged, or reduced, if the objectives are not achieved. In addition, if there is a reduction in the absenteeism rate resulting in additional savings for the employer, the parties will agree on formula for sharing the benefits that may result in a lump-sum payment higher than 0.3% of the total payroll.

Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Knowledge Management

Knowledge management is a blanket term used by organizations and refers to various technologies and practices that involve creating, disseminating, and utilizing knowledge data. Started in the early 1990s, the field rose to prominence when several large corporations, such as IBM, began to successfully use it to reshape their business. Today, knowledge management is a heavily researched field drawing from such areas as business administration, information systems, computer science, and public policy.

See the [Readers' Corner](#) for reading material on "Knowledge Management". Other references on the subject, in French only, are available on the [French Web site](#).

To view previously published abstracts, visit the [Library](#) Web site.

Coming Up in the Next Issue

- Wage Adjustments—June and Second Quarter 2011 Wage Data and Analysis.
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* provides access to timely customized information on industrial relations and collective bargaining developments in Canada. It covers topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, click on [Collective Bargaining Information and Analysis](#) or contact the Workplace Information Division's enquiry line at: 1-877-259-8828 (toll-free number) or 819-997-3117 (Ottawa-Gatineau area).

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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